

## Basic Information

1 South Church Avenue  
Suite 1800  
Tucson, AZ 85701  
Organization Size: 520  
Office Size: 8  
**Hiring Attorney:**  
Mr. Jon Kammerzelt

**Recruiting Contact:**  
Ms. Shauna Michael  
Legal Recruiter  
2 N. Central Ave  
Suite 600  
Phoenix, Arizona (AZ) 85004  
United States  
**Phone:** 602-229-5336  
shauna.michael@quarles.com

## Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 175,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week)

2024 compensation for 2Ls (\$/week) 3,365

2024 compensation for 1Ls(\$/week) 3,365

## Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track? 8

How many years is the equity track?

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	27	16	5	0	3
	Women	12	16	4	1	5
	Non-binary	NC	NC	NC	NC	NC
	Total	39	32	9	1	8
Latinx	Men	3	2	0	0	1
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
White	Men	20	12	5	0	2
	Women	9	12	3	1	5
	Non-binary	NC	NC	NC	NC	NC
Black or African American	Men	0	0	0	0	0
	Women	1	2	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Native Hawaiian or Other Pacific Islander	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Asian	Men	2	0	0	0	0
	Women	1	2	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
2 or More Races	Men	2	2	0	0	0
	Women	1	0	0	1	0
	Non-binary	NC	NC	NC	NC	NC
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Veteran	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC

## Pro Bono/Public Interest

Dawn Caldart  
Director, Pro Bono  
dawn.caldart@quarles.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

3

Average Hours per Attorney last year

36.4

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

## Professional Development

Evaluations

Other

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?

No

Rotation for junior associates between departments/practice groups?

No

Is rotation mandatory?

No

Does your organization have a dedicated professional development staff?

Yes

Does your organization have a coaching/mentoring program

Yes

Does your organization give billable hours credit for training time?

No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	0	0	3	3	3
Entry-level (non-traditional track)	0	0			
Lateral Partners	2	0			
Lateral Associates	3	0			
All Other Laterals (non-traditional track)	4	0			
Post-Clerkship	1	0			
LL.M.s (U.S.)	0	0	0		
LL.M.s (non-U.S.)	0	0	0		
<b>SUMMER</b>					
Post-3Ls	0	0	0		
2Ls	0	3	3		1
1Ls	0	0	1		1

Number of 2023 Summer 3

2Ls considered for  
associate offers

Number of offers made to 1

summer 2L associates

General Hiring Criteria

Able to leap tall buildings in a... no wait, that is for our superhero opening. For lawyers, you must be smart (but not talk about it all the time), hardworking, energetic, motivated (that is not a code word for "cut-throat"), have lots of interests, enthusiastic, and have no significant enemies. Celebrity status a plus unless you are the loser in the Who-Wore-It-Best feature of a tabloid magazine.

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Energy	Energy & Environmental	1	1	0		0
Intellectual Property	Intellectual Property	2	0	0		0
Real Estate, Land Use	Real Estate and Land Use	2	0	1		0

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## Diversity & Inclusion

**Diversity Contact:** Ony Beverly

**Diversity Website/URL:** <https://www.quarles.com/about/diversity-equity-inclusion>

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## Organization Narrative

Quarles & Brady LLP (Quarles to our friends) has approximately 550 attorneys practicing in thirteen offices around the country. In the 2023 edition of The Best Lawyers in America, 148 of our attorneys are listed and another 148 of our attorneys are extremely funny people although there is little overlap between those two groups because smart people are often humorless. Our firm has both of the essential ingredients to a wonderful law career: cutting edge work and wonderful people (check out our website on this point at [www.quarles.com/careers](http://www.quarles.com/careers)). Working here is challenging but it is also a boatload of fun. The Summer Associate program provides first-hand knowledge of the Firm's culture, clients, practice areas as well as our favorite coffee shops. Summer Associates are given an accurate idea of what it is like to be a Quarles attorney. Summer Associates are also given the opportunity to observe our attorneys in action (i.e., depositions, hearings, client meetings, closings, etc.). We are committed to training and mentoring our summer associates and associates, and feeding them very well. Check out Quarles - we are as good as we sound!

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